TRADOC Accreditation Team Visit & Evaluation of the

Fires Center of Excellence

18-29 October 2010

(29 SEP 10 V4)

1. What is an Accreditation?

An accreditation is a means that many schools and universities use to assure quality education and training is occurring at their institution and ways to further improve it. In most instances an experienced team of subject matter experts from outside the institution observe, assess and evaluate the institution based on a set group of standards related to the institutions defined education and training goals, academic instruction, development of and support to instruction, its administrative processes, policies and functions, and the institutions overall effectiveness. Most accreditation evaluations occur on a repetitive basis and if satisfactorily passed indicate the institution is an effective institution of learning attaining high standards. Normally TRADOC schools like the FCoE are evaluated for accreditation every three years.

2. What is the purpose of the TRADOC Accreditation Visit?

The purpose of the TRADOC Accreditation Team visit every three years is to assure the TRADOC commander that the FCoE fully meets the training and education competency requirements of a TRADOC Institution of Learning across all the DOTMLPF domains:

Doctrine: The management and effectiveness of our doctrine development.

Organizations: Effectiveness of the FCoE architecture of the

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3. What does the TRADOC Accreditation Team consist of?

a. The TRADOC Accreditation Team consists of 30-40 experts hand-picked from across the TRADOC major command/Lines of Operations (LOOs) that have assisted in developing the 45 TRADOC Enterprise Standards that apply to the FCoE and other CoEs.

b. The TRADOC Team consists of members from each TRADOC LOO below:

- TRADOC HQs: Evaluate the Transformation & Governance LOO support functions.
- Combined Arms Center: Evaluate training, leader development, doctrine.
- DCG-Initial Military Training (IMT): Assess BCT, AIT, BOLC-B, etc. (DCG-IMT LOO).
- Army Capabilities Integration Center (ARCIC): Evaluate development and integration capabilities – primarily in the FCoE CDID lane.

HQ, TRADOC
Principal/Spec Staff (Transformation & Governance)
QA: GOV-1
Mission & Functions: GOV-2
Military Personnel: GOV-3
Logistics: GOV-4
Civilian Personnel: GOV-5
Facilities: GOV-6
OE: GOV-7 and GOV-8
Library: GOV-9
OPSEC: GOV-10
ATED Mgmt: GOV-11
TRAS: GOV-12
IT/IM/IA: GOV-14
Safety: GOV-15
Knowledge Management: GOV-16
NCOA: GOV-17, 20-21, 34, IMT-37b

CAC
(Training, LD & Doctrine)
Doctrine: CAC-18 and CAC-19
Conduct of Training & Trng Sprt: CAC-20-21/34
Leader Development: CAC-23-25
Lessons Learned: CAC-26
Individual Tng Dev: CAC-22, 27-28/30
Collective Tng Dev: CAC-29
dL: CAC-31
Staff & Faculty: CAC-32
Ranges: CAC-33

DCG-IMT
(Initial Military Training)
IMT: IMT-35-37

ARCIC
(Dev elopement and Integration Capabilities)
CDID: ARC-38-46

See # 7 for the list of Standards referenced above

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4. MG Halverson's Intent for the Accreditation Effort:

a. The Fires Center of Excellence vision is to create adaptive, versatile, and critical thinking leaders and learning organizations that understand and thrive in today's complex environments. This Accreditation will focus on our leader development and our education systems and will serve as an important opportunity to improve the Fires Center of Excellence. This is a critical step in creating a dynamic and adaptable institution of learning excellence. Ultimately, this broader overall effort will enable the FCoE to better educate and train a more adaptable, resilient and effective Fires Warrior capable of winning on the future Full Spectrum battlefield.

b. Attaining the tough standards of this TRADOC accreditation requires attention to detail, discipline and the ability to set priorities and manage time. Obtaining success in this accreditation is no different than what it takes to obtain success on the battlefield. The discipline, priority setting, problem solving and time management skills you develop in garrison for the accreditation effort will also serve you well as a leader at the FCoE and better prepare you to accomplish your battlefield missions. The initiative, character and perseverance you build in garrison efforts and training will also serve you well in combat. Represent yourself and your unit well - we owe it to all our trainees and students.

5. What will the TRADOC Accreditation Team look at?

a. Conduct of Training: Observe a variety of training events from classroom to field – mostly unannounced based on weekly training schedules (period 18-29 OCT 10). Coaching, mentoring, counseling, leader development, effective training, integration of OE and Lessons Learned in instruction, etc., at BCT, AIT, NCOES, OES, WOES, Joint training (JOFEC/JFO/etc.) in ADA/FA Schools, JACI, NCOA, 434th BCT, 6th BDE, 428th FAB +.

b. Support to Training: POIs/Lessons Plans/Administrative Data/ process and
function SOPs (DOTD) and admin functions across all courses (IDPs, Counseling, Visitor
Folders, Student Folders, Instructor Folders, Test Control, Instructor Certification
processes, unit SOPs, admin, support, records keeping, CSDP, OPSEC, Safety, etc.)

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6. Some of the Selected Focus Courses TRADOC will Review: (as of 15 Sep 10)

FCoE:

IMT:

BASIC COMBAT TRAINING (434 FAB)

JOINT: JACI (JOFEC / JFO)

NCOA / NCOES:

FIELD ARTILLERY PLATOON SERGEANT SENIOR LEADER COURSE
FIELD ARTILLERY MULTIPLE LAUNCH ROCKET SYSTEM SECTION CHIEF
ADVANCED LEADER COURSE
AIR DEFENSE ATILLERY ADVANCED LEADER COURSE
AIR DEFENSE ARTILLERY SENIOR LEADER COURSE
WARRIOR LEADERS COURSE

Other training observations and admin reviews will occur unannounced

FIELD ARTILLERY SCHOOL:

IMT:

FIELD ARTILLERY BASIC OFFICER LEADER COURSE
13M MULTIPLE LAUNCH ROCKET SYSTEM CREWMEMBER

OES:

FIELD ARTILLERY CAPTAINS CAREER COURSE

FUNCTIONAL:

M109A6 (PALADIN) COMMANDER
JOINT OPERATIONAL FIRES AND EFFECTS

WOES:

FIELD ARTILLERY TECHNICIAN WARRANT OFFICER BASIC
FIELD ARTILLERY TECHNICIAN WARRANT OFFICER ADVANCED

This includes Courseware (POIs/Lesson Plans) and other Admin aspects like Visitors Folders, Test Control, Student and Instructor Records, etc. Instructor Certification

AIR DEFENSE ARTILLERY SCHOOL:

IMT:

AIR DEFENSE ARTILLERY BASIC OFFICER LEADER COURSE
14T PATRIOT LAUNCHING STATION ENHANCED OPR/MAINT

OES:

AIR DEFENSE ARTILLERY OFFICER ADVANCED (PATRIOT FOLLOW-ON)

FUNCTIONAL:

PATRIOT TOP GUN
THAAD LAUNCHER ENHANCED OPERATOR/MAINTAINER (T)

WOES: ADA WOAC 2-44-C-32-140E PHASE 1
ADA WOBC PATRIOT SYSTEMS TECHNICIAN 4F-140E

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7. The TRADOC 45 Enterprise Standards applicable to the FCoE:

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GOV-1 Quality Assurance Program
GOV-2 Mission and Functions
GOV-3 Military Personnel
GOV-4 Logistics (CSDP)
GOV-5 Civilian Personnel
GOV-6 Facilities
GOV-7 OE Operational Environment
GOV-8 OE Operational Environment
GOV-9 Library
GOV-10 Operations Security
GOV-11 Training and Education Development
GOV-12 Identification of Resources for Education and Training
GOV-14 Information Technology
GOV-15 Composite Risk Management
GOV-16 Knowledge Management
GOV-17 NCOES Courses
CAC-18 DLMP Management
CAC-19 Doctrine Development/Management
CAC-20 Effective Instruction
CAC-21 Mission and Curriculum
CAC-22 AA/RC Equivalency
CAC-23 Leaders of Character and Presence
CAC-24 Leaders with Intellect
CAC-25 Leaders Lead, Develop, and Get Results

CAC-26 Collection, Analysis and Integration
CAC-27 Training Development (Analysis)
CAC-28 Training Course Development
CAC-29 Institution designs, develops efficient, effective, and relevant collective training products
CAC-30 Training development – institution designs individual training to include individual training strategies
CAC-31 DL products are developed and maintained
CAC-32 Program in place for competency development of personnel
CAC-33 Institution documents live-fire training/range/land resource requirements
CAC-34 Support to training
IMT-35 Trainers are qualified, certified, perform instructional responsibilities
IMT-36 Institution uses approved course materials
IMT-37 Provides/manages resources, test control procedures, trainee databases
ARC-38 Campaign of Learning
ARC-39 Capability Documents
ARC-40 Capability Package
ARC-41 Capabilities-Based Assessments (CBA)
ARC-42 Concept Development
ARC-43 Experimentation
ARC-44 Integration
ARC-45 Provide mandated Congressional and DoD training
ARC-46 TCMs provide total system management & integration

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8. How does the TRADOC Accreditation Team evaluate the many areas they look at?

a. The evaluators are subject matter experts (SMEs) in the areas they look at. They are familiar with the Army and TRADOC regulations and many are the authors of the TRADOC Standards they evaluate/assess.

b. The standards themselves have specific criteria that spell out the requirements of each standard as well as listing the references related to the standard.

c. In most cases a "Job Aid" was also created for each standard that provides a checklist of the items that will be reviewed or observed during the visit. All the above items are posted on the FCoE Accreditation Site on the FCoE Sharepoint Portal (see #12 for link).

d. Bottom line: The TRADOC SMEs know how to triangulate. They will check at various locations and ask different people the process to see if everyone is on the same SOP – it pays to talk your SOPs or processes across you element. The Team will conduct forums and interviews of key leaders. Individuals selected to attend forums and interviews should be well versed on units SOPs, unit processes, and the TRADOC Accreditation standards related to the purpose of the forum or interview. A positive and candid approach is beneficial.

9. How is the FCoE preparing for this accreditation visit?

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10. What you should know about the accreditation ….

a. The accreditation of the FCoE is an opportunity for the FCoE to improve as an institution of higher learning with the ultimate goal of better preparing Fires Warriors to succeed in Full Spectrum Operations.

b. With that outcome in mind, it is therefore important that every member of the FCoE (DA Civilian, Officer, NCO, Serviceman or other supporting personnel) attempts to improve his/her part of the FCoE related to his/her job.

c. The accreditation effort is a good venue to allow focus on the processes, functions, SOPs and details of accomplishing your specific FCoE mission at your level.

d. If every organization and individual puts forth a solid effort to improve in their particular area – the FCoE as a whole will improve in accomplishing its goal of supporting training and education significantly.

e. It is the duty of every DA Civilian, Officer, NCO, Serviceman or other supporting personnel to do their part in ensuring quality training occurs at the FCoE. By assessing your areas against those accreditation standards that apply and improving where possible – you are taking steps to improve your area and FCoE training and educational events overall.

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11. Your part in the accreditation effort . . . a Team Sill Effort . . .

a. Your attention to detail, initiative, experience and efforts will make a difference. Point out the good things you do and best practices.

b. It is your responsibility to know the standards that apply to you and your organization. Take the time to read them, understand them and truly assess where you are - and fix what needs to be fixed on a realistic timeline.

c. Be positive in your approach – the reality is the accreditation standards have many embedded criteria that were designed to improve your organization. Very few things are just admin busy work – if sincerely attacked over time you can help improve your organization.

d. The goal is not to “pass” accreditation . . . the goal is to improve our FCoE systems, processes and capabilities to support our core function as a TRADOC Center of Excellence = training, educating, and supporting those that will go in “Harm’s Way” . . . give the accreditation your best effort – nothing less is acceptable.

12. Where can I find information about the accreditation visit?

The TRADOC 45 Accreditation Standards & Job Aids are posted on the FCoE Accreditation Sharepoint site along with other pertinent information: